

# Plans and When to Change Them

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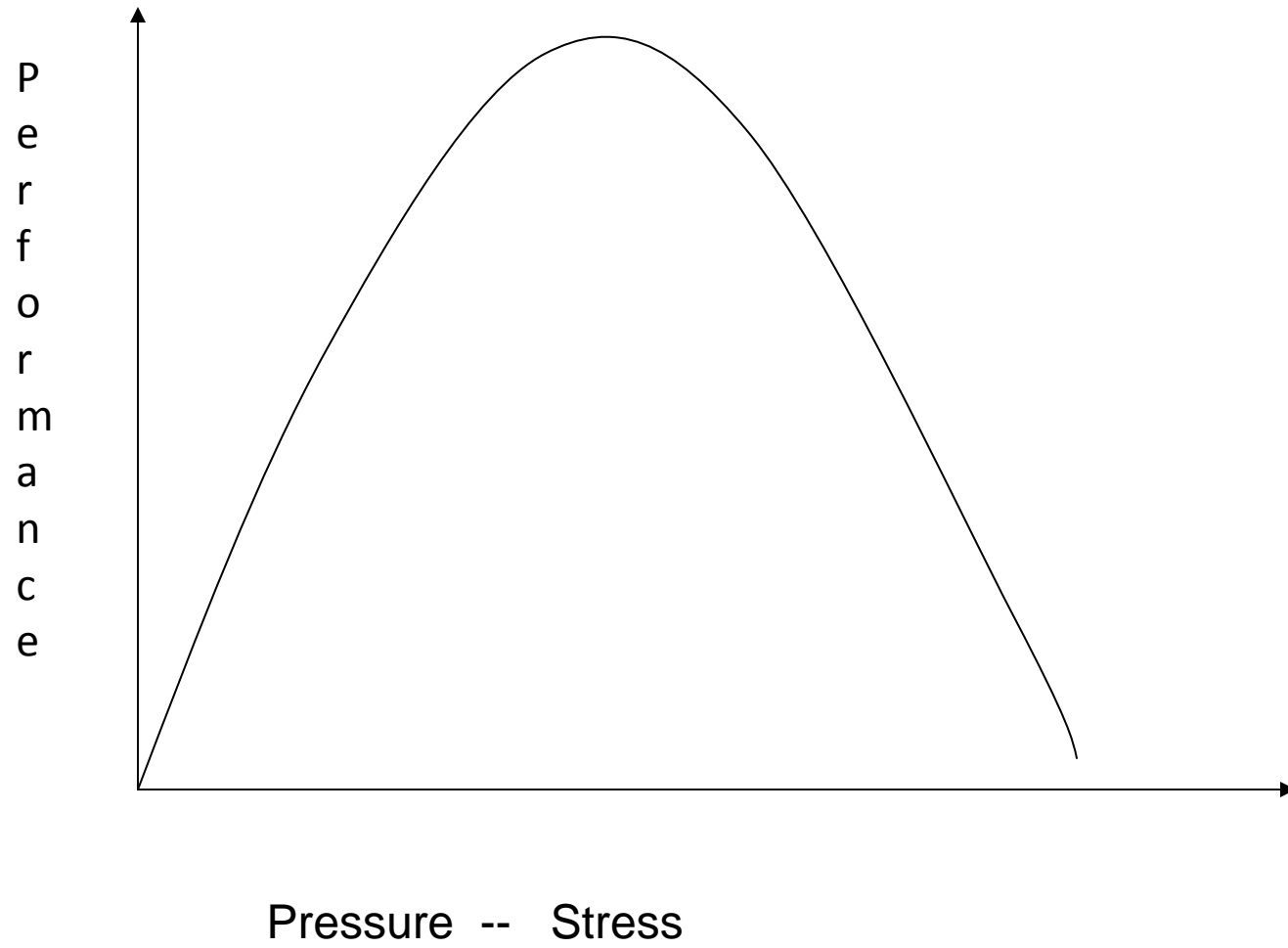








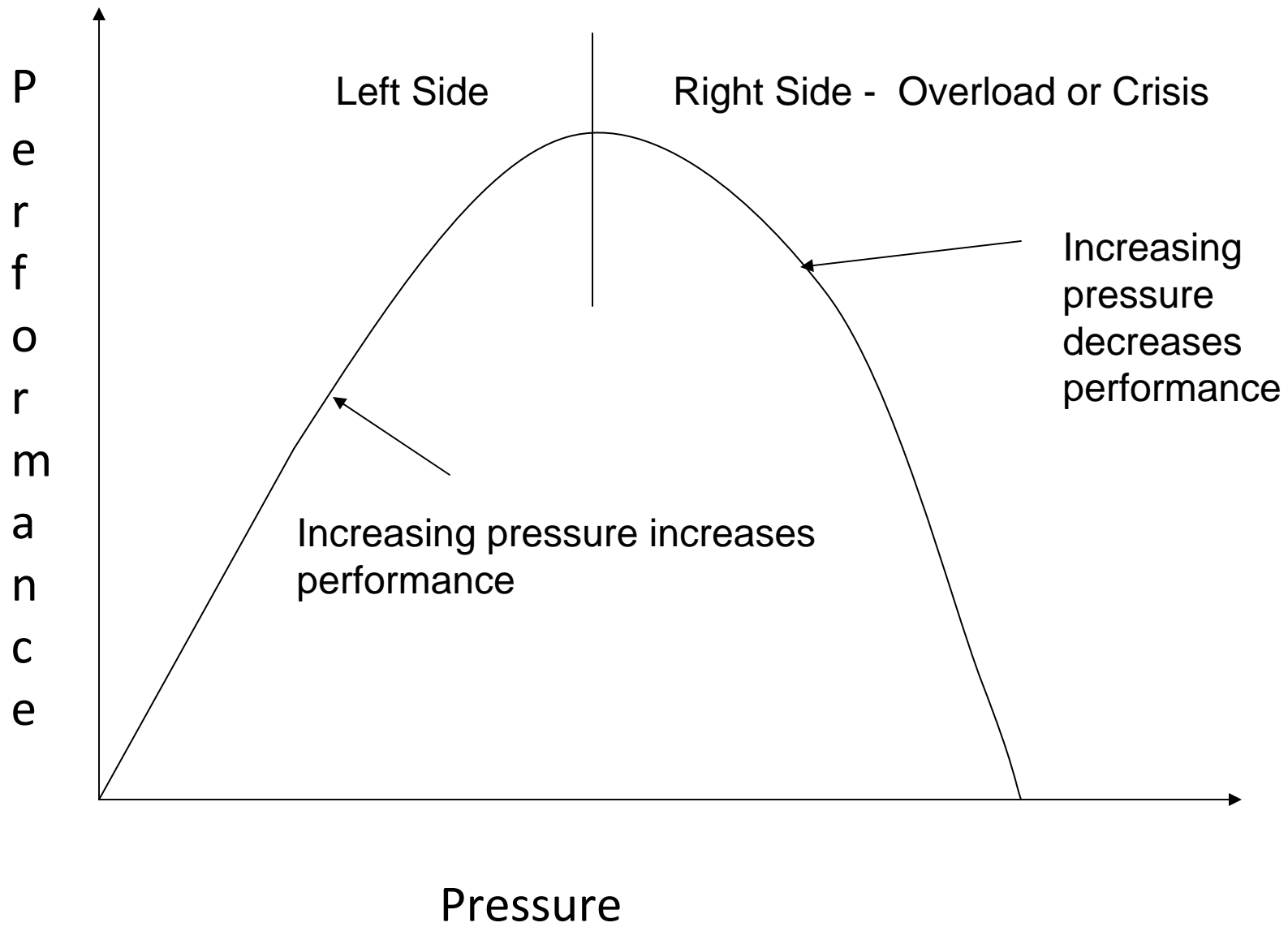












Left Side Approaches  
(Add Pressure)

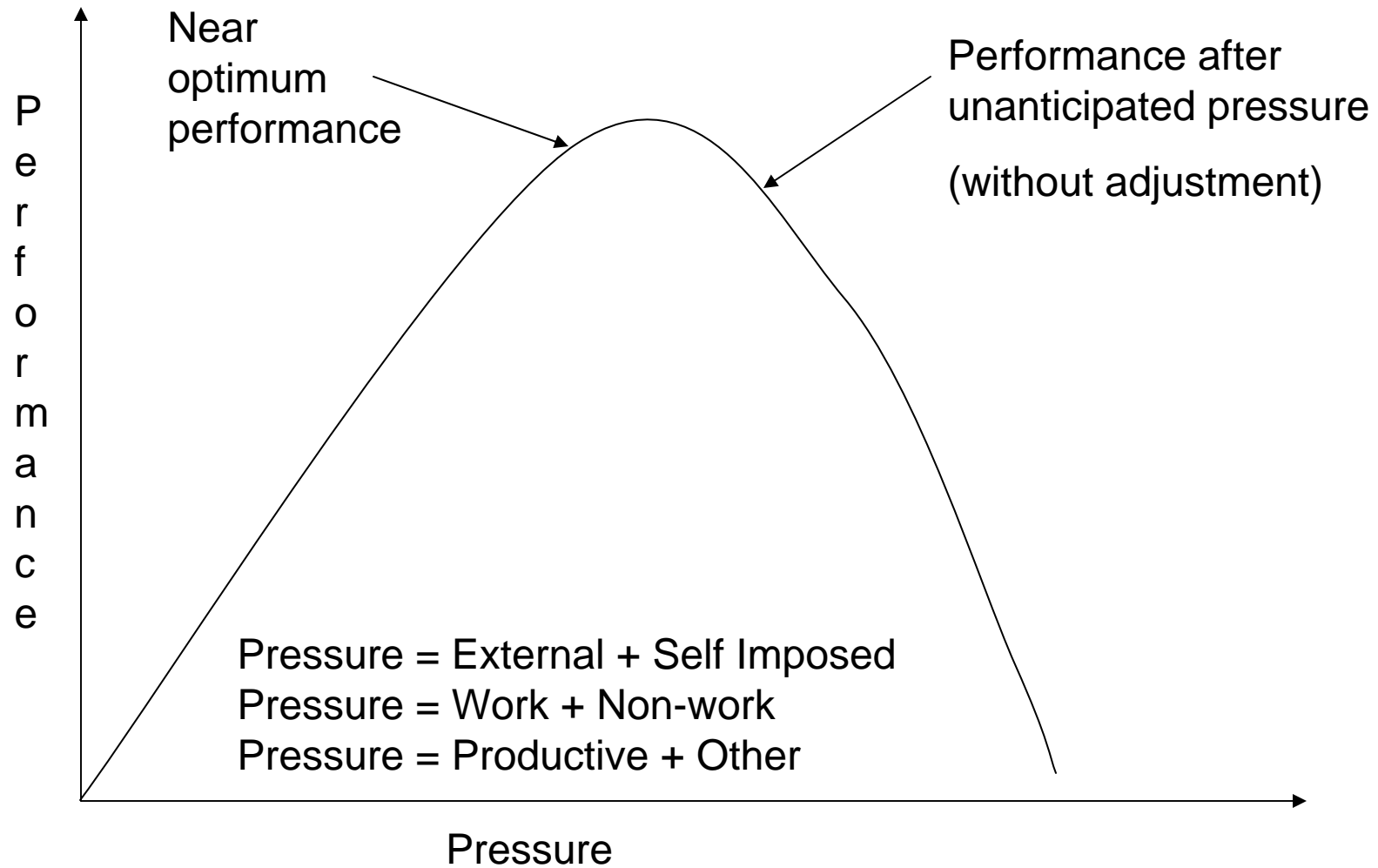
Kick Anatomy and Take Names  
Loud verbal assault  
Hard work is the path to success  
A job worth doing is worth doing well  
Dynamic tension  
Competition  
Be the best at whatever you do  
Everything depends on you  
Take responsibility for success  
Everything is important

Right Side Approaches  
(Reduce Pressure)

Take care of your people and they'll take care of you  
A job that isn't worth doing isn't worth doing well  
Teamwork - cooperation  
Provide training and tools to get the job done  
Work smarter not harder  
Focus on what's important  
Clear direction  
Shared responsibility



Highly performing individuals and organizations may not be far from being overloaded



## Left Side Clues

When more work is assigned, more work gets done

Manager may feel in control with good situational awareness

Easy to maintain a positive attitude

Time for training and new ideas

Team members have control of their emotions

## Right Side Clues

When more work is assigned, less gets done

Increased anxiety

Reduced situational awareness, tunnel vision

More difficult to maintain a positive attitude

Schedule and budget may not match reality

Too busy to train or explore new ideas



## What to do if you or your team are overloaded

Try to stay calm

Remember your natural approach may not be appropriate

Rely on your team

Shed and redistribute load

Ask for help – communicate

Provide and accept assistance (resources, tools, training, expert advice)

Take care of physical needs – food, sleep, exercise

Expect reduced situational awareness

There can be positive effects of overload:

- Failure can be a great teacher

- Difficult experiences are often memorable

- Minimum requirements may become clearer

- Accepting a new approach may be the only way out of the crisis

Caution: Driving a person or team to overload can be hazardous to your career

Pressure can seriously affect team attitudes and relationships.

Expect a shift in risk tolerance

Expect less than perfect behavior - Maintain civility/courtesy

Think before speaking, writing or hitting send

Expect to do damage control after the crisis is over (apologies and forgiveness)

Put the team first

Understanding why a task has been undertaken can provide critical motivation to persevere when overloaded.







